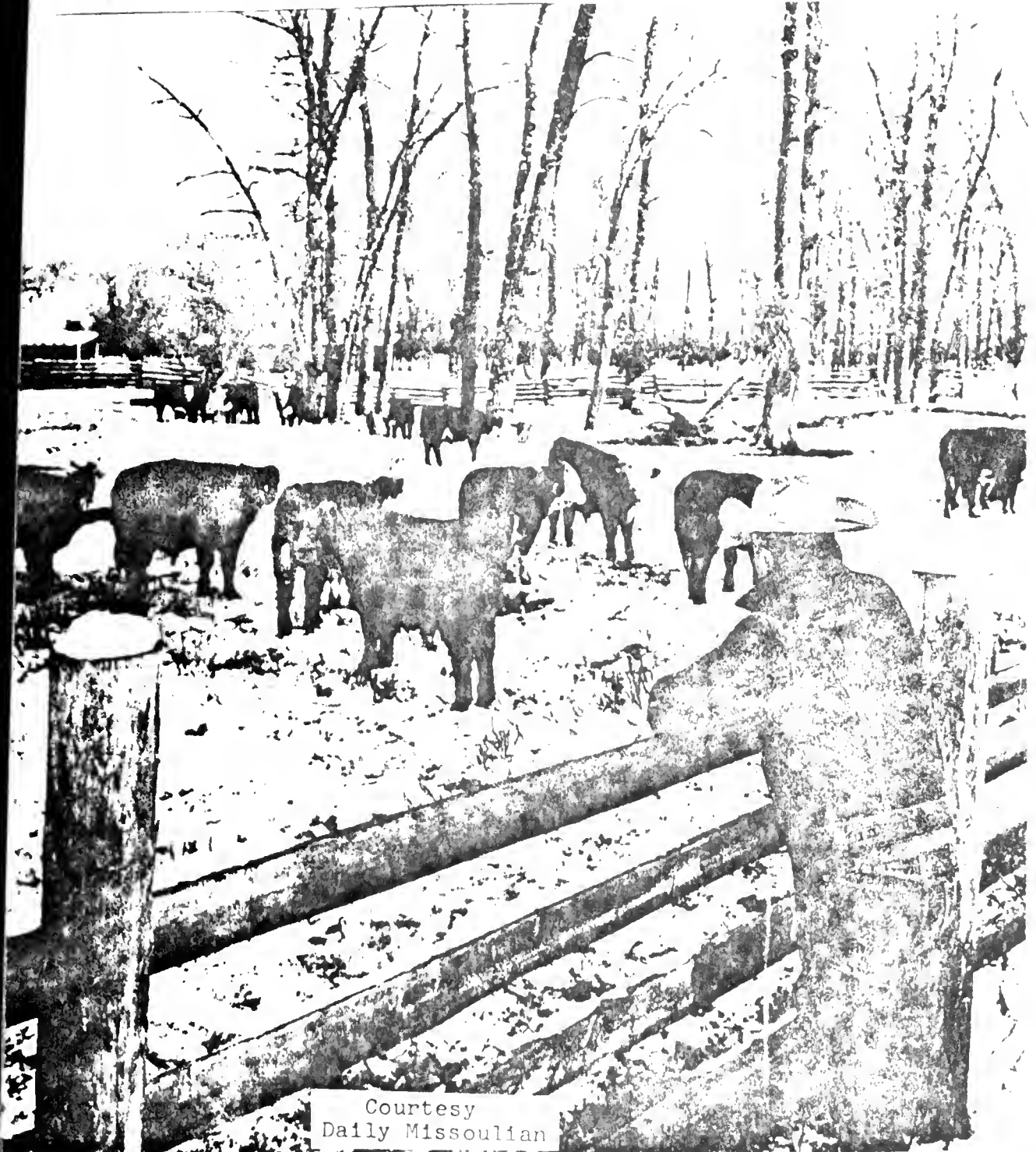


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# MONTANA ANNUAL RURAL MANPOWER REPORT

1973



Courtesy  
Daily Missoulian

**MONTANA STATE EMPLOYMENT SERVICE**  
of the **EMPLOYMENT SECURITY DIVISION**

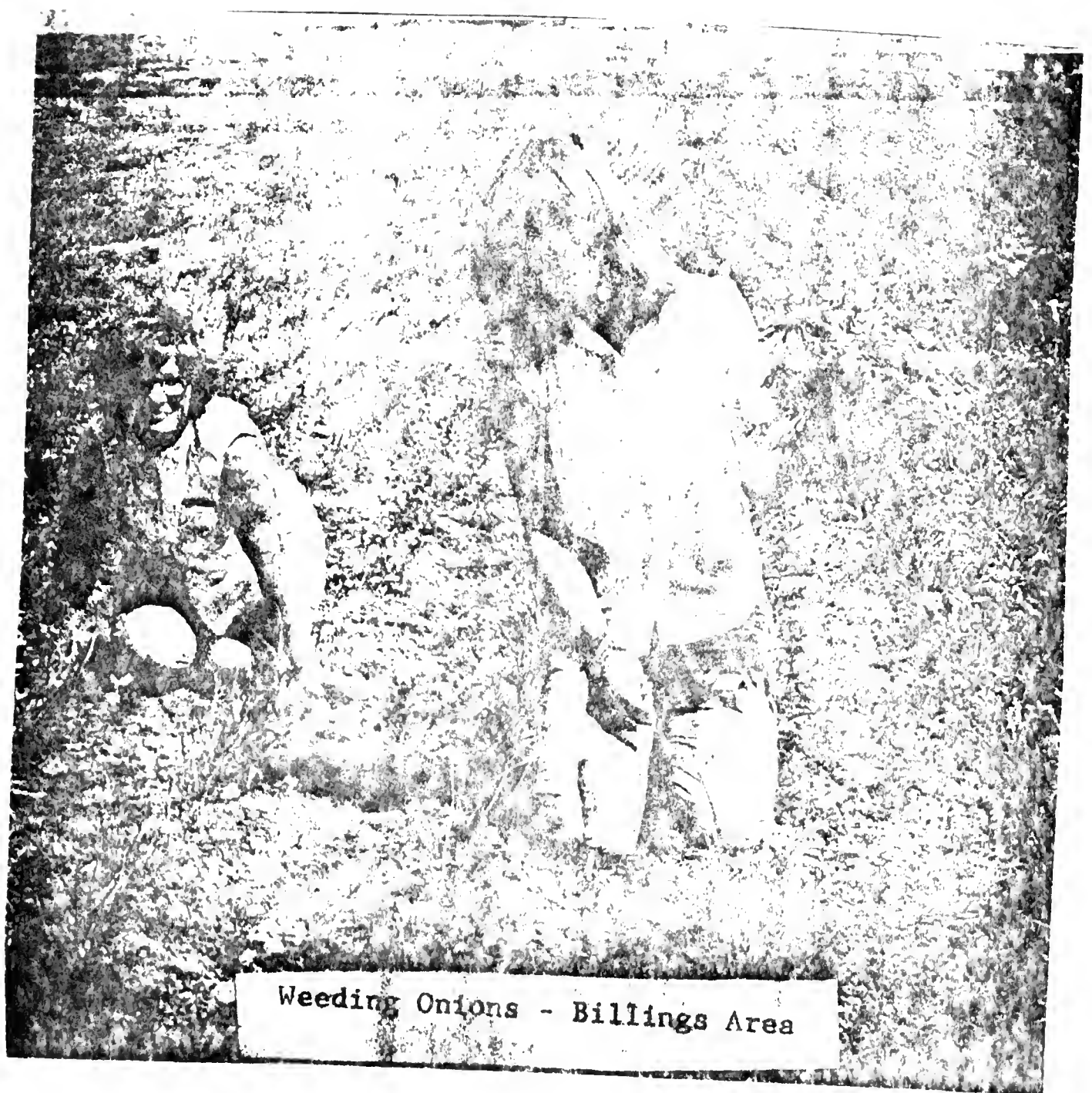
**DEPARTMENT OF LABOR AND INDUSTRY**

HELENA, MONTANA



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PREPARED BY

RURAL MANPOWER SECTION  
OF THE  
MONTANA STATE EMPLOYMENT SERVICE

JESS C. FLETCHER, DEPUTY ADMINISTRATOR  
FOR EMPLOYMENT SERVICES

MONTANA STATE EMPLOYMENT SERVICE

BEN G. EVANS, SUPERVISOR OF RURAL MANPOWER

FRED BARRETT, ADMINISTRATOR  
EMPLOYMENT SECURITY DIVISION  
STATE DEPARTMENT OF LABOR & INDUSTRY





A Sweet-Sweet  
Courtney  
Dail  
ery Pickett  
Ann



1973 MONTANA ANNUAL RURAL MANPOWER REPORT  
MA 5-79

Part I

A N N U A L   S U M M A R Y

Planning

A. The administrative organization did not change during the calendar year 1973. The organization for Montana is simple and brief due to the sparse population and lack of funds which does not allow for a large operation even though our large state could easily utilize a larger organization and budget. Rural manpower concepts continued to be incorporated into the farm labor programs. FPR's were assigned non-agricultural contacts and duties to conform with the present rural programs. More attention is to be given to rural areas. During the past two years our agency has been a division of the State Department of Labor and Industry.

B. State and local rural placement personnel participated and cooperated with growers and processors throughout the season and attended meetings whenever and wherever things could be accomplished.

Farm placement personnel, as heretofore, continued to work throughout the year with County & State Extension Services, Montana State Department of Agriculture, Agricultural Stabilization and Conservation County Committees, and other rural and farm organizations.

C. Staff training programs relating to providing comprehensive manpower services to all rural residents and encouraging a greater commitment to solving the problems of rural areas was carried out by quarterly visits to local offices by the Supervisor of Rural Manpower and by staff meetings held in local offices. Field Supervisors were also engaged in this activity. Central office memos were utilized in staff meetings by local office Rural Placement Representatives. The main objective was to instill in local office personnel the importance of giving the same service to the rural applicant and employer as that given to the urban applicants and employers.

Economic Developments

Montana has several developments in the past few years that have had an impact on the operation of Rural Manpower Programs. Power plants and strip coal mining is increasing in the Colstrip area of eastern Montana causing an influx of new residents and employment. Recreational ski areas are on the increase. The most recent being the Big Sky Resort of Chet Huntley's in the Bozeman area.

A. Impact of Rural Industrialization and Related Developments

1. Industrial developments in Rosebud and Gallatin Counties, as indicated above, are industrial developments affecting the labor market in those counties. Otherwise there are no major changes.

Agricultural enterprises are very similiar to the previous year. There was an increase in grain crops as well as sugar beets. Some of





this was slowed by lack of moisture, especially in the north-central area of the state. Turnover of labor was insignificant. Hay demands were great. Exchange of stock to winter and summer ranges were normal. Labor was adequate for all crops including the Texas-Mexicans in sugar beet fields. An average supply of labor migrated into the state. There were some spot shortages in various areas.

2. The impact of rural development activities in several counties is creating some population growth. Actually western counties are having a growth increase where eastern counties, except Cascade and Yellowstone, have had decreases.

3. There is no significant shift among rural occupations and industries except in the Colstrip area. Mining areas remain stable. There was some increase in demand for white collar workers in Lewis & Clark County due to increased State and Federal agencies. A decreased demand for unskilled labor was noted in agriculture. However, there was an increased demand for skilled labor in the same area.

4. There were no significant changes in the demand for women, youth, and elderly in the rural worker group.

5. Vocational training increased in Job Corps areas and most trainees were from communities of 2500 population or less. The impact on the labor supply will just about parallel the previous year.

6. Texas-Mexican sugar beet crews continue to migrate into Montana rural areas. These migrants continue on to Colorado, Ohio, Michigan, etc., when work is completed here. Some migrants remain for our cherry harvest or on general farm work. Flathead and Lake Counties are migrant points for cherry pickers who migrate from Idaho, Washington, Oregon, and California each season.

#### B. Impact of Agricultural Mechanization, Changing Production Techniques, and Other Shifting Agricultural Trends

Mechanization of agriculture continues to have an impact on Montana as job opportunities decrease in quantity but increase for quality applicants. Actually shortages continue for good reliable skilled help. Grain continues to mechanize as do sugar beets. Feed lots continue to grow for cattle feeding. The potato crop is fully mechanized.

#### Employment and Unemployment Trends

##### A. Rural Non-agricultural Trends

Some rural counties continue to have sub-standard wages, which cause a shifting of applicants to urban areas. Manufacturing is insignificant in the rural areas.

##### B. Unemployment Trends

Unemployment trends in rural counties did not change significantly in 1973. There is a general decline during the winter season especially in the recreational camping, forestry, and park areas. Employment in the ski areas increase. Unemployment rates are generally greater in the rural counties during the winter seasons.



### C. Farm Employment Trends

Overall farm employment did not change too much from the previous season due to increased crops but less production in the drought areas.

1. As to major characteristics of seasonal workers, all ages above 16 are employed. The elderly are utilized well in agriculture on general farm and ranch work. Age, sex and race play no important part in Montana's agricultural employment. Women are used frequently as truck drivers during the sugar beet harvest.
2. Major activities are Sugar Beets, Cherries, Field Corn, Grain and Cattle. About 2000 Texas-Mexicans in crews or family groups weed and thin Montana's sugar beet fields. Weedicides, mechanical thinners and weederes cause reduced labor requirements each year. Only two of the previous five sugar companies now process sugar beets. At one time 10,000 beet workers migrated into Montana. Local help and machinery takes care of the sugar beet harvest. One thousand, two hundred (1,200) cherry pickers take care of the cherry harvest. This is still hand picking except for the sour cherries which are harvested by use of shakers. Local help takes care of the corn harvest and small bean harvest.

Grain is harvested mostly by custom combines migrating into the state following the harvests from Texas to Canada. General farm and ranch work is taken care of by about 6,500 individuals migrating into Montana each season. Local students fill vacancies during vacation periods.
3. Shortages of farm and ranch hands exist each spring and fall prior to and after migrations and school vacations. Surpluses exist all during the winter season except for skilled workers. Weather and lack of fringe benefits are the main causes of shortages. Weather also causes the surpluses. School terms which continue into June and start again in September cause some shortages. Lack of year around employment causes lack of applicants.
4. With increased mechanization farm families are doing much agricultural work which previously necessitated hired hands. Consolidation of farms continues to have its effect.

### Services for Rural People

A. All services provided urban applicants and employers are attempted with rural applicants through Volunteer Rural Representatives. Due to lack of budget we are unable to provide personnel and mobility to rural areas to the extent we would like to have it.

All rural job seekers have access to counseling, testing, placement, referral to training and manpower programs, supportive services or referral to agencies providing needed services and follow-up at the local office site. Outreach programs are operating periodically by personal contact, phone, or letter through Rural Placement Representatives in each local office.

(Figures provided in part II)

B. Special services are provided to veterans, youth, the disadvantaged, Indians and older workers by specialists assigned to the above groups in each local office.

C. Our Minority Worker Specialists work with all seven Indian Reservations.



Our All Indian Job Corps Center has trained and is training numerous Indian trainees.

D. Outreach activities in all programs is the main emphasis in Montana. Itinerant services are used when helpful to Indian Reservations.

E. The Administrator of Employment Security is Chairman of the Governor's CAMP's committee where rural problems and programs are coordinated with other agencies. We work closely with the Montana Migrant Council and Indian Training Programs.

F. The Rural Placement Representatives in the local offices make regular public relations visits to agencies, schools, ag, and non-ag employers on job development as well as making promotional calls and sending out promotional letters. These include employers who have not used the agency.

G. Rural job information is disseminated to rural areas by a Farm and Rural Manpower Bulletin to each Volunteer who posts such information in his establishment. Each Volunteer has free telephone service to the local office for access to any information listed with the local office. In one area senior citizens operate an information and job service under the guidance of the local office. All local offices having access to radio or tv stations broadcast job opportunities periodically.

H. People planning to move out of rural counties have access to information in other areas by contacting their Volunteer in the community or through their local office. Interviewers will supply rural persons with job opportunities in other areas.

#### Rural Manpower Programs and Activities for Farm Workers

A. All media of advertising is used by local offices to disseminate job opportunity information to job seekers. Volunteer Rural Representatives act as information offices in this regard.

We have very little problem with displaced farm workers. We have no problem with cooperative efforts with public and private organizations in promoting farm workers' employability and to improve manpower services. The relationship is non-antagonistic in most instances. Volunteers are used in all feasible areas however due to the fact there is no remuneration other than community service all Volunteers do not function as they should. We use posters at times, letters at times, bulletins, radio, tv, etc. for recruitment purposes. We could improve our services if we could get funds for additional personnel, travel, mobile units or itinerant service. If the small offices, we once had in rural areas, could be reactivated, it would be a real help to those areas which are difficult to serve under the present circumstances.

B. Up until the last several years we participated in the annual worker plan but since we no longer recruit beet workers for the growers or sugar companies, the annual worker plan is not applicable to Montana. The growers do their own recruiting thus avoiding the housing inspections we conducted prior to the change. Since our cherry growers do not have housing, no interstate recruitment is requested.

C. We received 109 job openings through Interstate Clearance. We had but one housing inspection on a shepherd order. Thirteen (13) interstate orders were received. One order for 8 openings was extended to Texas.



D. Since we do no recruiting of migrants most of this section is not applicable to Montana. We do offer all upgrading services to migrant workers that we do to others when they contact our local offices.

E. We had no farm management or foreman training programs during 1973.

#### Rural Manpower Service Participation in Community Development Activities

The Concentrated Services program in Roundup is continuing.

#### Public Relations Activities

The Montana Agency participates with farm and rural organizations and has good relationships with labor organizations, civic groups and clubs. The media of news articles, radio and tv are used frequently. The local offices carry out a public relations program in their areas.

#### Evaluation, Problems, Plans, and Recommendations

##### A. Evaluation

Part II contains a statistical report on results of past three years.

We feel the agency efforts have been successful with the limited budget with which we are working.

##### B. Problems

The main problem with rural manpower in Montana is distances. One can travel over 700 miles from corner to corner of the state and with only 700,000 people in the state, it takes money to serve the rural areas. Since budget is allowed on a population basis, we are limited in how much we can serve remote areas.

##### C. Plans

We plan to carry on very much the same in 1974 as we did in 1973. We feel our program is as full as we can get it under the financial situation.

##### D. Recommendations

We would recommend the rural manpower budget be allotted on an area basis as well as a population basis.





Part III

Reports and Analysis

5240

5200-5399

Annual Rural Manpower Report, MA 5-79


R-10/30/73

5240

Form MA 5-79A. Annual Rural Manpower Report --  
Selected Data on Farm Placement Operations

A. Facsimile of the form

RCS-OMAS-808

U.S. DEPARTMENT OF LABOR • Manpower Administration		STATE
ANNUAL RURAL MANPOWER REPORT		Montana
SELECTED DATA ON FARM PLACEMENT OPERATIONS		CALENDAR YEAR REPORTED
ITEM		NUMBER
SECTION A. DAY-HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY		
1. Towns with day-haul points .....		None
2. Number of day-haul points .....		None
3. Sum of days day-haul points operated during year .....		None
4. Total number of workers transported during year .....		None
SECTION B. SELECTED SERVICES TO SCHOOL-AGE WORKERS (under 22 years)		
5. Supervised camps operated for school-age farm workers .....		None
a. Placements in camps .....		None
6. Placements of school-age workers in supervised live-in farm homes .....		None
SECTION C. SERVICES TO INDIANS LIVING ON RESERVATIONS		
7. Rendered by on-reservation local offices or at itinerant points		
a. Farm placements .....		224
b. Applicant-holding acceptances .....		0
8. Other farm placements of reservation Indians .....		355
SECTION D. OTHER SELECTED DATA		
9. Number of local offices which held farm clinics .....		None
10. Sum of days on which farm clinics were held .....		None
11. Total number of local offices participating in formal community service programs .....		4
12. Peak number of volunteer farm placement representatives .....		153
SIGNATURE		
		
TITLE		
Deputy Administrator		

Replaces ES-228 Table 1 which is obsolete

for Employment Services

MA 5-79A  
Oct. 1979



MTL 1295

5241

R-10/30/73

A. Facsimile of the worksheet

[illegible]



Part III

Reports and Analysis

5248

5200-5399

Annual Rural Manpower Report, MA 5-79

R-10/30/73

5248

Form MA 5-79B. Annual Rural Manpower Report -- Composition of  
Interstate Farm Migrant Groups

A. Facsimile of the form

RCS-OMAS-218

U.S. DEPARTMENT OF LABOR • Manpower Administration					STATE	
ANNUAL RURAL MANPOWER REPORT COMPOSITION OF INTERSTATE FARM MIGRANT GROUPS					CALENDAR YEAR REPORTED	
SECTION A. MIGRANT GROUP CONTACTS			SECTION B. REPORTING STATE'S RESIDENTS		SECTION C. GROUPS WORKING IN REPORTING STATE	
TYPE	BY REPORTING STATE	WITH REPORTING STATE'S RESIDENTS	TYPE	NUMBER	TYPE	NUMBER
1. Total			2. Total persons		4. Families	
a. Crew leaders			3. Total workers		5. Unattached males	
b. Family heads					6. Unattached females	
c. Other						
SECTION D. COMMENTS						
NOT APPLICABLE TO MONTANA						
SIGNATURE <i>Gen e Bluschi</i>			TITLE Deputy Administrator for Employment Services			

Replaces ES-225 Table 2 which is obsolete.

5-79B  
Oct. 1973



MTL 1295

5249

R-10/30/73

Form MA 5-79C. Annual Rural Manpower Report -- Interstate  
Seasonal Agricultural Clearance Activities

**NCS-OMAS-211**

U.S. DEPARTMENT OF LABOR • Manpower Administration			STATE	
<b>ANNUAL RURAL MANPOWER REPORT</b>			CALENDAR YEAR REPORTED _____	
INTERSTATE SEASONAL AGRICULTURAL CLEARANCE ACTIVITIES				
ITEM	ORDERS		OPENINGS	
	EXTENDED (Section A) RECEIVED (Section B)	FILLED	EXTENDED (Section A) RECEIVED (Section B)	FILLED
I	II	III	IV	V
<b>SECTION A. REPORTING STATE AS ORDER-HOLDING STATE</b>				
1. Reporting State, TOTAL →				
2. Applicant-holding States Involved:				
Texas	1	0	8	0
Veg. Harvesters				
<b>SECTION B. REPORTING STATE AS APPLICANT-HOLDING STATE</b>				
3. Reporting State, TOTAL →				
4. Order-holding States Involved:				
SD-Bookkeeper (Ag)	1	0	2	0
WY-Ranch Hand	1	0	2	0
KS-Farmhand; Gen.	1	0	1	0
WY-Ranch Couple	1	0	1	0
WY-Farm Hand	1	0	1	0
SD-Farm Hand; Gen.	1	0	1	0
WY-Shepherdherder	1	0	1	0
SD-Nurseryman	1	0	1	0
IL-Variou	1	0	95	0
KS-Shepherder	1	0	1	0
<b>SECTION C. COMMENTS (Use reverse if needed)</b>				
WY-Sheep Ranch Foreman	1	0	1	0
OH-Sheep Rancher	1	0	1	0
CO-Ranch Hand, Sheep	1	0	1	0

SIGNATURE

TITLE  
**Deputy Administrator**  
**for Employment Services**

Replaces ES-226 Table 3 which is obsolete

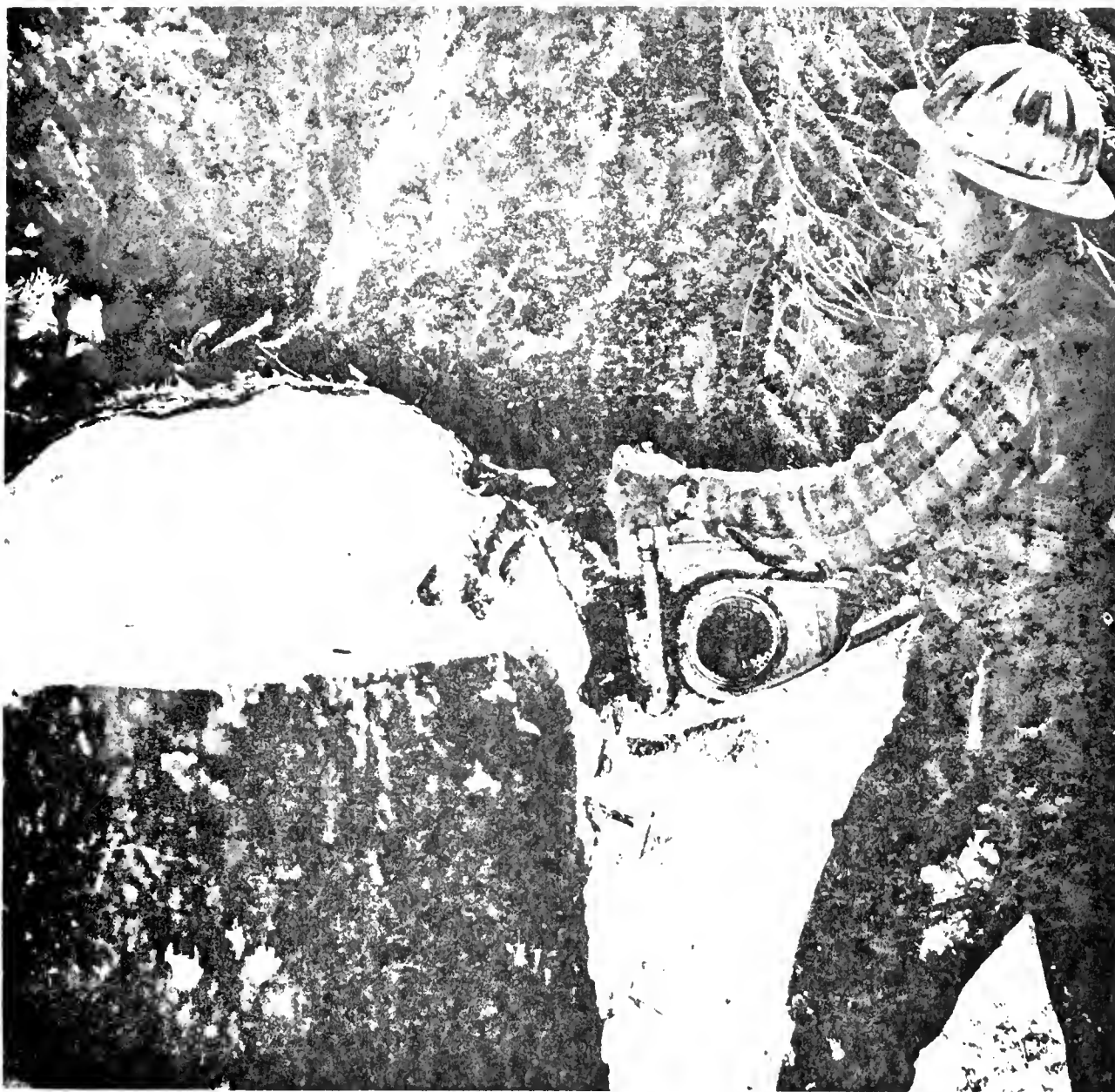
FORM 79C  
OCT 1973

Replaces ES-225 Table 3 which is obsolete

for Employment Services







Trimmer - Western Montana  
Woods work  
(Courtesty - Daily Missoulian)



## PART II

### Attachments to Report





# EMPLOYMENT SECURITY DIVISION

P. O. BOX 1728

HELENA, MONTANA 59601

TELEPHONE 406/449-2511

Montana State  
Employment Service

Unemployment  
Insurance

January 16, 1974

File Code: 26.10

TO: All Local Office Managers and Field Supervisors

SUBJECT: Rural Manpower Accomplishments

Attached are the results of local office efforts over the past three calendar years to improve services to our rural areas. Some results are very good. Some not so good. The overall results were very successful.

The criteria used was that which was outside each local office urban boundary.

Hereafter starting with January 1, 1974, a new rural criteria begins. All cities of 10,000 population or less will be rural and those over 10,000 will be urban. This has not been made official yet but since Rural Manpower reports are on a calendar year basis we will begin our 1974 statistics with the new criteria.

Jess C. Fletcher, Deputy Administrator  
for Employment Services

Attachments - 16



SUBJECT: Overall Rural Production - Farm Placements Plus Rural Non-Ag  
Placements Plus Rural Training Enrollments

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Great Falls	3650	2844	2456
2 - Kalispell	2910	2558	1902
3 - Billings	1892	2210	4156
4 - Missoula	1462	1022	851
5 - Polson	931	622	496
6 - Havre	854	758	627
7 - Bozeman	817	785	526
8 - Helena	785	765	714
9 - Butte	797	673	149
10 - Dillon	756	567	594
11 - Miles City	636	898	2865*
12 - Livingston	607	678	258
13 - Cut Bank	595	479	464
14 - Lewistown	586	629	440
15 - Glasgow	539	408	253
16 - Sidney	478	380	2280*
17 - Hamilton	320	337	277
18 - Libby	310	232	287
19 - Wolf Point	288	246	205
20 - Glendive	273	306	1105*
21 - Thompson Falls	221	229	180
22 - Anaconda	213	194	152
23 - Shelby	144	259	402
TOTALS	20,064	18,079	21,639* 4,666* <u>16,973</u>

Discounting the sugar beet placements of 1971, we increased Rural Placements by 3,091 over the past two years and by 1,985 over last year. A "well done" is in order.

\* includes sugar beet placements





SUBJECT: Rural Non-Ag Placements

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Kalispell	1422	1335	616
2 - Missoula	801	527	453
3 - Billings	761	950	621
4 - Polson	435	375	258
5 - Helena	427	469	347
6 - Great Falls	416	569	181
7 - Livingston	315	304	34
8 - Bozeman	293	295	161
9 - Butte	274	328	20
10 - Libby	263	198	224
11 - Glasgow	244	184	33
12 - Miles City	239	203	64
13 - Havre	213	198	74
14 - Thompson Falls	178	173	129
15 - Glendive	139	165	24
16 - Hamilton	139	137	65
17 - Anaconda	131	53	65
18 - Lewistown	102	110	38
19 - Cut Bank	98	173	102
20 - Wolf Point	77	74	55
21 - Shelby	55	140	186
22 - Sidney	42	93	31
23 - Dillon	<u>28</u>	<u>84</u>	<u>24</u>
TOTALS	7092	7137	3805

We increased by 3287 placements in two years but lost ground from last year by 45 placements.



SUBJECT: Rural Training Enrollments

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Billings	203	120	343
2 - Polson	115	7	25
3 - Kalispell	100	110	108
4 - Butte	68	46	41
5 - Cut Bank	61	63	74
6 - Missoula	57	33	86
7 - Helena	31	30	31
8 - Wolf Point	31	18	38
9 - Anaconda	30	86	69
10 - Great Falls	27	50	157
11 - Glasgow	26	32	27
12 - Libby	26	15	41
13 - Lewistown	19	29	4
14 - Havre	12	8	29
15 - Shelby	6	1	4
16 - Bozeman	5	11	49
17 - Glacier	5	18	8
18 - Hamilton	5	18	28
19 - Miles City	5	52	47
20 - Livingston	4	8	3
21 - Dillon	3	3	3
22 - Sidney	3	25	12
23 - Thompson Falls	<u>1</u>	<u>5</u>	<u>6</u>
TOTALS	843	788	1233

We are 55 ahead of last year but dropped 390 from two years ago. Why not get the farmers and ranchers on OJT?



SUBJECT: Farm Placements (From Local Office Records)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Great Falls	3207	2225	2118
2 - Kalispell	1388	1113	1178
3 - Billings	928	1140	3192
4 - Dillon	725	480	567
5 - Havre	629	552	524
6 - Missoula	604	462	312
7 - Bozeman	519	479	316
8 - Lewistown	465	490	398
9 - Butte	455	299	88
10 - Cut Bank	436	243	288
11 - Sidney	433	262	2237
12 - Miles City	392	643	2754
13 - Polson	381	280	213
14 - Helena	327	266	336
15 - Livingston	288	366	221
16 - Glasgow	269	192	193
17 - Wolf Point	180	154	112
18 - Hamilton	176	182	184
19 - Glendive	129	123	1073
20 - Shelby	83	118	212
21 - Anaconda	52	55	18
22 - Thompson Falls	42	51	45
23 - Libby	<u>21</u>	<u>19</u>	<u>22</u>
TOTALS	12,123	10,174	16,601

We surpassed last year by 1949 placements. Good Going! It is interesting to note that when we subtract the 5,036 beet placements from the 1971 figures of Glendive, Miles City and Sidney we have 11,565 placements which means we still show an increase of 558 placements on the results of two years ago. We commend those offices showing improvement.



SUBJECT: Promotional Phone Calls to Rural Areas

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Dillon	871	860
2 - Kalispell	834	1085
3 - Billings	496	379
4 - Lewistown	465	230
5 - Havre	448	150
6 - Missoula	393	350
7 - Livingston	356	473
8 - Libby	331	230
9 - Bozeman	312	287
10 - Sidney	310	76
11 - Butte	309	102
12 - Wolf Point	305	290
13 - Shelby	275	155
14 - Glasgow	274	306
15 - Cut Bank	259	460
16 - Helena	244	230
17 - Great Falls	227	248
18 - Glendive	151	62
19 - Anaconda	150	110
20 - Polson	87	74
21 - Miles City	84	88
22 - Thompson Falls	44	222
23 - Hamilton	<u>42</u>	<u>94</u>
TOTALS	7267	6561

This is in increase of 706 promotional calls.





SUBJECT: Rural Public Relations Visits (From 209.3)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Billings	118	127	126
2 - Great Falls	95	85	92
3 - Glasgow	87	84	115
4 - Havre	66	33	76
5 - Glendive	62	55	17
6 - Wolf Point	62	65	80
7 - Anaconda	51	64	37
8 - Helena	50	16	21
9 - Miles City	44	84	116
10 - Shelby	43	45	60
11 - Livingston	39	66	60
12 - Cut Bank	34	36	42
13 - Hamilton	30	20	21
14 - Thompson Falls	26	33	33
15 - Kalispell	21	21	96
16 - Polson	21	55	74
17 - Bozeman	20	27	77
18 - Lewistown	15	22	47
19 - Libby	13	25	37
20 - Butte	12	39	16
21 - Missoula	10	11	90
22 - Sidney	6	9	26
23 - Dillon	2	1	0
TOTALS	<u>927</u>	<u>1023</u>	<u>1359</u>

We are either going downhill on our rural Public Relations visits or we are forgetting to record them but going backwards is just not our dish.



SUBJECT: Rural Representative Visits (From 203.3)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Billings	105	92	120
2 - Great Falls	36	32	27
3 - Livingston	36	27	33
4 - Glasgow	32	14	48
5 - Miles City	18	48	38
6 - Missoula	17	6	30
7 - Havre	15	9	22
8 - Butte	11	24	3
9 - Glendive	11	3	1
10 - Bozeman	10	13	20
11 - Sidney	6	6	12
12 - Polson	5	7	5
13 - Shleby	4	3	2
14 - Wolf Point	3	17	17
15 - Dillon	2	0	0
16 - Anaconda	1	0	1
17 - Helena	1	3	26
18 - Cut Bank	0	4	8
19 - Hamilton	0	0	0
20 - Kalispell	0	0	0
21 - Lewistown	0	1	16
22 - Libby	0	0	0
23 - Thompson Falls	0	0	0
TOTALS	313	309	429

We increased this year over last year by 4 visits but lost ground from 1971 by 116 visits.



SUBJECT: Promotional letters to Rural Areas

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>
1 - Butte	1750	800
2 - Great Falls	1714	1300
3 - Billings	750	875
4 - Kalispell	313	225
5 - Miles City	222	246
6 - Livingston	178	180
7 - Lewistown	75	75
8 - Bozeman	69	22
9 - Libby	35	0
10 - Wolf Point	5	0
11 - Anaconda	0	87
12 - Cut Bank	0	139
13 - Dillon	0	0
14 - Glasgow	0	0
15 - Glendive	0	0
16 - Hamilton	0	30
17 - Havre	0	0
18 - Helena	0	0
19 - Missoula	0	150
20 - Polson	0	0
21 - Shelby	0	0
22 - Sidney	0	1000
23 - Thompson Falls	<u>0</u>	<u>0</u>
TOTALS	5111	5129

We decreased our letters by 18 from last year.



SUBJECT: New Rural Applications

(Estimated by Local Office personnel as being rural by the Montana Rural Criteria from ESARS statistics)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Kalispell	3671	3272	2215
2 - Missoula	2172	1756	1545
3 - Billings	1951	2459	1914
4 - Libby	1224	829	1070
5 - Hamilton	1161	1062	607
6 - Great Falls	1113	1581	584
7 - Bozeman	956	1052	493
8 - Butte	750	559	454
9 - Helena	737	1055	854
10 - Polson	653	797	640
11 - Wolf Point	603	477	296
12 - Havre	568	591	319
13 - Livingston	490	326	176
14 - Anaconda	437	475	439
15 - Glasgow	431	301	301
16 - Lewistown	424	440	409
17 - Shelby	415	426	481
18 - Cut Bank	410	639	455
19 - Miles City	375	439	254
20 - Thompson Falls	368	316	250
21 - Glendive	314	282	145
22 - Dillon	236	275	337
23 - Sidney	<u>103</u>	<u>211</u>	<u>172</u>
TOTALS	19,562	19,620	14,410

Rural applications decreased by 58 from last year but increased by 5,152 over two years ago.





SUBJECT: Counseling of Rural Applicants

(Estimated by Local Office personnel as being rural by the Montana Rural Criteria from ESARS statistics.)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Billings	1773	1655	781
2 - Kalispell	1677	1015	464
3 - Missoula	1210	956	122
4 - Great Falls	1046	1098	496
5 - Butte	598	412	129
6 - Helena	245	248	172
7 - Havre	154	110	97
8 - Miles City	149	191	79
9 - Cut Bank	131	94	95
10 - Polson	126	68	60
11 - Bozeman	119	142	220
12 - Shelby	104	54	131
13 - Wolf Point	86	62	59
14 - Lewistown	84	87	73
15 - Livingston	76	60	10
16 - Anaconda	71	868	554
17 - Libby	68	64	21
18 - Glendive	64	41	45
19 - Glasgow	62	23	73
20 - Hamilton	33	22	55
21 - Sidney	32	82	48
22 - Dillon	27	24	16
23 - Thompson Falls	<u>17</u>	<u>11</u>	<u>18</u>
TOTALS	7952	7387	3818

This shows 565 more rural counseling than the previous year and 4134 over two years ago. Although we can't claim the figures to be 100% accurate it definitely does show a trend toward giving greater counseling service to the rural applicant.



SUBJECT: Testing of Rural Applicants

(Estimated by Local Office personnel as being rural by the Montana Rural Criteria from ESARS statistics.)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Billings	729	644	356
2 - Kalispell	693	671	509
3 - Great Falls	369	433	162
4 - Missoula	208	201	141
5 - Helena	201	278	203
6 - Anaconda	127	227	209
7 - Wolf Point	116	87	97
8 - Bozeman	111	115	146
9 - Cut Bank	108	158	111
10 - Polson	105	154	159
11 - Havre	104	144	135
12 - Butte	101	115	66
13 - Hamilton	86	157	142
14 - Shelby	77	74	120
15 - Glasgow	72	85	86
16 - Glendive	56	35	59
17 - Livingston	55	75	18
18 - Miles City	52	58	39
19 - Libby	44	94	93
20 - Lewistown	40	42	34
21 - Sidney	35	40	93
22 - Thompson Falls	21	18	16
23 - Dillon	<u>10</u>	<u>20</u>	<u>26</u>
TOTALS	3520	3925	3020

We tested less Rural Applicants by 405 in 1973 from 1972 but improved over 1971 by 500.



SUBJECT: Farm Visits (From 209.3)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Great Falls	639	857	532
2 - Missoula	484	520	522
3 - Butte	410	279	46
4 - Bozeman	253	435	428
5 - Livingston	232	357	390
6 - Lewistown	194	252	199
7 - Billings	174	1127	1481
8 - Miles City	172	144	347
9 - Cut Bank	143	150	84
10 - Sidney	141	37	481
11 - Glasgow	102	140	159
12 - Havre	101	143	142
13 - Kalispell	84	201	183
14 - Polson	75	57	51
15 - Glendive	67	84	157
16 - Dillon	51	89	50
17 - Wolf Point	33	16	9
18 - Anaconda	21	27	13
19 - Helena	19	114	204
20 - Shelby	11	54	34
21 - Hamilton	8	7	4
22 - Thompson Falls	2	8	10
23 - Libby	<u>0</u>	<u>6</u>	<u>2</u>
TOTALS	3416	5104	5528

We have declined by 1688 visits from last year and 2112 from two years ago. We need to give our rural employers better service in this category.



SUBJECT: Rural Non-Ag Employer Visits (From 209.3)

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Kalispell	460	461	233
2 - Great Falls	369	324	167
3 - Billings	331	629	125
4 - Missoula	276	201	121
5 - Livingston	252	357	369
6 - Helena	236	97	92
7 - Glendive	219	173	49
8 - Glasgow	218	176	106
9 - Butte	183	228	24
10 - Thompson Falls	182	205	173
11 - Wolf Point	163	142	191
12 - Miles City	158	266	239
13 - Anaconda	124	97	66
14 - Cut Bank	123	135	80
15 - Hayre	120	96	70
16 - Polson	118	158	59
17 - Shelby	111	157	227
18 - Bozeman	88	77	56
19 - Lewistown	68	91	164
20 - Sidney	45	50	27
21 - Hamilton	43	31	22
22 - Libby	38	94	71
23 - Dillon	<u>14</u>	<u>12</u>	<u>3</u>
TOTALS	3939	4257	2734

We decreased by 318 visits from last year but still are 1195 ahead of two years ago.





SUBJECT: Rural Indian Non-Ag Placements

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Polson	101	76	51
2 - Billings	31	71	182
3 - Wolf Point	72	53	34
4 - Havre	65	85	39
5 - Great Falls	58	63	80
6 - Cut Bank	48	140	53
7 - Glasgow	40	50	16
8 - Missoula	38	32	32
9 - Helena	31	28	36
10 - Kalispell	28	29	35
11 - Miles City	24	9	4
12 - Butte	17	26	1
13 - Glendive	12	8	12
14 - Anaconda	9	11	15
15 - Bozeman	9	9	8
16 - Libby	9	3	13
17 - Hamilton	7	7	2
18 - Lewistown	6	6	5
19 - Dillon	5	6	5
20 - Shelby	5	6	12
21 - Sidney	5	18	4
22 - Livingston	4	6	2
23 - Thompson Falls	<u>2</u>	<u>8</u>	<u>8</u>
TOTALS	676	750	649

We increased by 101 placements in 1972 over the previous year but dropped 74 placements this year from last year.



SUBJECT: Indian Ag Placements

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Great Falls	180	201	209
2 - Havre	81	73	95
3 - Wolf Point	59	33	32
4 - Polson	41	28	65
5 - Cut Bank	32	43	30
6 - Billings	31	27	68
7 - Helena	30	18	19
8 - Missoula	28	12	7
9 - Miles City	19	21	28
10 - Glasgow	17	6	16
11 - Butte	15	12	1
12 - Kalispell	12	11	28
13 - Lewistown	9	9	9
14 - Hamilton	8	8	6
15 - Sidney	8	11	7
16 - Dillon	7	10	12
17 - Glendive	6	3	4
18 - Livingston	6	7	2
19 - Anaconda	5	4	3
20 - Bozeman	4	4	5
21 - Shelby	1	3	6
22 - Libby	0	1	0
23 - Thompson Falls	<u>0</u>	<u>0</u>	<u>2</u>
TOTALS	599	545	654

We are running 54 placements ahead of last year but 55 placements behind two years ago.



SUBJECT: Woods Placements

<u>LOCAL OFFICE</u>	<u>CALENDAR YEAR 1973</u>	<u>CALENDAR YEAR 1972</u>	<u>CALENDAR YEAR 1971</u>
1 - Missoula	310	261	310
2 - Kalispell	288	437	234
3 - Libby	92	74	105
4 - Thompson Falls	80	61	54
5 - Livingston	56	0	0
6 - Helena	47	32	39
7 - Butte	41	1	0
8 - Polson	37	52	31
9 - Anaconda	36	26	31
10 - Lewistown	25	46	17
11 - Great Falls	21	25	2
12 - Bozeman	19	32	20
13 - Hamilton	17	24	25
14 - Billings	4	17	0
15 - Cut Bank	0	0	0
16 - Dillon	0	0	0
17 - Glasgow	0	0	0
18 - Glendive	0	0	0
19 - Havre	0	0	0
20 - Miles City	0	0	0
21 - Shelby	0	0	0
22 - Sidney	0	0	0
23 - Wolf Point	<u>0</u>	<u>0</u>	<u>0</u>
TOTALS	1073	1088	868

We dropped 15 woods placements from last year but gained 205 on two years ago.



# Home on the range getting less homey

By ROGER CLAWSON  
Chief Staff Writer

Monday, May 7, 1973

The Billings Gazette

The day of the hired man — cowpoke or farmhand — is

The day of the "agricultural worker" is dawning — a day when cowpokes will punch time clocks and "hands" will draw unemployment checks.

ACROSS MONTANA, hundreds of farm and ranch jobs are begging for takers, report officials at the state Employment Security Commission.

Farmers are competing for the same skilled or semi-skilled labor pool tapped by construction companies, packing plants and other urban industries.

"The difference is," says Clarence Nybo of the Employment Security Commission office in Billings, "farmers don't want to pay as much."

Farm and ranch operators, in an attempt to cut their labor costs, have largely mechanized their operations.

As a result, farmers and ranchers use fewer men, but are having a tougher time finding them.

IN DEMAND on the farm and ranch is a mechanically inclined worker who can operate and care for machinery costing tens of thousands of dollars.

"The same man can go to work for a construction company and draw \$6 an hour," says Nybo.

"He's not likely to be tempted by the farmer's offer of \$30 a month."

Grain farmers are looking for men to drill spring wheat. Sheep ranchers are looking for able hands to serve as midwives for lambing ewes.

Large cattle operations are searching for cowboys to help with calving.

But there are few to be found, reports Nybo.

Dwight Svenson, a ranchhand for most of his 47 years, lists some of the reasons why:

"There are better jobs to be had," he says.

"A MAN works 10 to 14 hours a day and draws \$250 a month in the winter and \$300 in the summer. He'll never get rich."

Ranchers argue that their hands receive benefits that put them in a pay class far above the \$300 mark. Ranch hands usually receive room and board in addition to their pay.

But Svenson notes:

"The room is all too often a sheep wagon out on the edge or a bunk in an outbuilding.

"The board is usually good, but when you're herding sheep, you cook for yourself."

And — while not discounting the value of room and board — Svenson looks at the benefits farm and ranch workers do not receive:

"WHEN A meat packing plant worker is laid off, he can draw unemployment until he can find another job.

"But a ranchhand can be cut loose with just his back pay in his pocket. There's no unemployment insurance for him."

And — although the accident rate is far above the national average — cowboys and farmhands go largely unprotected.

"I was working for a rancher near Scobey when my horse bit a badger hole and fell.

"The rancher took me to town and dumped me at the hospital.

"I wasn't paid for the time I was in the hospital and I paid the hospital bill myself. I came back to work so stove that I had to herd sheep on foot."

MOST URBAN workers are covered by Industrial Accident Insurance; most farm and ranch workers are not.

Svenson was born on a sheep ranch. His father lost the family homestead when the Depression drove down wool and lamb prices.

But, unlike most landless sons of the Depression, Svenson was unwilling to become cityfied.

He loves the outdoors and he loves his work.

"When I save a lamb, I feel I'm putting money in the boss's pocket," he says.

But Svenson is part of a dying breed.

Most young men today grow up in urban surroundings. Those who would be willing to tackle the long hours farm and ranch work demands do not have the experience.

And, as a consequence, farmers and ranchers are learning to do without much of the help they once hired.

The large Koyama farming operation near Hardin once employed five men to irrigate sugar beets, another 25 migrant laborers hoed the beets and at harvest time an extra 20 men were hired to dig and deliver the beets to the Holly Sugar Factory nearby.

Today things have changed.

THE KOYAMAS now raise feed grains. The three sons of Sam Koyama do all the work until harvest time. Two men, working a few short weeks during harvest time, complete the

Koyama work force.

The Hope Ranch near Bighorn once competed with cattle operations in the scramble to hire workers during haying season.

Today, massive (and expensive) machinery replaced a dozen or so men who harvested the hundreds of acres of hay.

Cattle feeding operations once provided winter jobs for wandering cowboys. Here, too, machinery is replacing men with pitchforks.

T-Bone Feeders near Shepherd finishes 75,000 cattle a year. The operation employs more than 80 persons — only 35 cowboys; the rest ride herd on the company's payroll work.

BUT DESPITE increased attempts to run "no hands" agricultural operations, the need for good farm and ranch workers is growing more severe.

"It is always bad in the spring," says Fred Barrett, administrator of the Montana Employment Security Commission.

"This spring it's worse."

Barrett sees two forces pushing for beefed-up benefits for agricultural workers:

— Agricultural operations competing for labor with urban industries are beginning to offer more enticing fringe benefits to attract the men needed.

— Federal forces are at work to spread the coverage of unemployment compensation and industrial accident insurance to all workers, including those on farms and ranches.

"TRADITIONALLY, farmers and ranchers have avoided being included in these programs," says Barrett.

But President Nixon has sent a message to Congress asking that the unemployment insurance program be extended to cover agricultural workers.

Nixon's proposal would extend unemployment insurance coverage only to the employees of large corporate farming operations — most Montana farms and ranches would not be affected.

But Barrett reads the proposal as a move toward wider

"Once a program is initiated, it is easier to expand it," he notes.

IN MONTANA, the legislature has already made the first move toward providing industrial accident coverage for all agricultural workers.

The legislature recently scratched agriculture from the list of industries exempted from industrial accident coverage. Now the state's biggest farm and ranch operators must participate in the program.

And all farmers and ranchers may (if they choose) pay for and receive industrial accident protection for their workers. The day when cowpokes and the "hired man" will enjoy all the benefits offered the factory worker draws nearer.

"Montana is being pushed by forces that will bring that day sooner than most farmers and ranchers would like," says Barrett.







Montana  
Employment Security

## EMPLOYMENT SECURITY COMMISSION

1018 Seventh Street South  
Great Falls, Montana

Employment  
Insurance

February 6, 1973

In a review of our records for February of 1972, it was noted that you had contacted our office in Great Falls for farm help. Thus far this year we have not heard from you.

If you have grain to haul, stock to feed or are going into your calving or lambing season, give us a call if you are in need of extra help.

Presently we have a number of workers available who have the experience and qualifications that you require. You may contact us by phone or by stopping in our office at 1018 Seventh Street South. Our phone number is 761-1730.

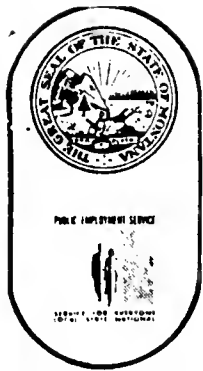
Sincerely,

Roy O. Young  
Farm Representative

By Direction of  
Bill Cady, Manager

ROY/g





Montana State  
Employment Service

# EMPLOYMENT SECURITY COMMISSION

1018 Seventh Street South  
Great Falls, Montana

MAR 27 1973

Unemployment  
Insurance

Dear Sir:

As you realize the time is fast approaching when preparations will have to be made for the coming farming season. Not only will machinery have to be put into good operating shape but additional help will have to be employed to get the job done.

The recruitment and placement of hired help is an important factor in this area, especially at this time of the year. More farm operators utilize migrant workers to get the spring activities started than at any other period except during harvest operations.

Many operators realize that by placing orders early their chances for getting adequate help is much better than waiting until the last minute before deciding that they need an extra hand. Therefore, it is our suggestion that if you contemplate the hiring of extra help in the near future that you place your order with our office here in Great Falls at 1018 Seventh Street South or by calling 761-1730.

Each community has a Volunteer Farm Representative who could be contacted by you and there are possibilities that he may have a local man available for you or if not he is authorized to relay the order to our Great Falls office for processing.

Sincerely,

*Roy O. Young*  
Roy O. Young  
Farm Representative

By Direction of Bill Cady  
Local Office Manager

ROY/g





## EMPLOYMENT SECURITY DIVISION

1018 Seventh Street South  
Great Falls, Montana

Montana State  
Employment Service

Unemployment  
Insurance

Dear Sir:

Would you be willing to employ an ambitious youth this summer? We are again expecting numerous high school and college students looking for farm and ranch work to supplement their income for the fall school term.

With the reduction of personnel at the Smelter, cut back on highway funds and elimination of the Neighborhood Youth Corps, many youths who normally relied on these activities will be turning to farm labor for summer employment.

Many of these will be experienced or semi-experienced while others can be classed as "green horns". Although some may be short in experience they more than make up for it in a "willingness to learn".

In view of the continuing shortages of farm help at peak seasons the thought of utilizing these young persons should be given your consideration.

If interested please contact our office at 1018 7th Street South or give us a call at 761-1730 in Great Falls.

Sincerely,

*Roy O. Young*

Roy O. Young  
Farm Representative

By Direction of  
Bill Cady, Manager

ROY/g





Montana State  
Employment Service

# EMPLOYMENT SECURITY COMMISSION

1018 Seventh Street South  
Great Falls, Montana

Unemployment  
Insurance

Dear Sir:

Although the present hot and dry weather cannot be considered as being ideal for the growing of hay, extra help is still going to be needed for hay harvest.

Many farmers and ranchers in the past few years have invested in many time and labor saving devices for hay harvest. This will eliminate the needs for custom stacking crews, but by the same token this will increase the demands for a number of more experienced equipment operators. With the increased influx of workers into the Great Falls area the past two months we have found that a number of these workers are well experienced in the operation of self propelled swathers, self propelled balers, hay choppers, and automatic bale stacking equipment. In addition we will be blessed with a large number of semi-experienced school youth, many of who are familiar with haying activities.

If you are going to be in need of extra help for this coming season, we strongly urge you to contact our office at 1018 7th Street South in Great Falls or call 761-1730, and discuss your requests with one of our farm representatives.

Sincerely,

*Bill Cady*  
Bill Cady, Manager

By: Roy O. Young  
Farm Representative

ROY/f







Montana State  
Employment Service

# EMPLOYMENT SECURITY COMMISSION

1018 Seventh Street South  
Great Falls, Montana

JUL 18 1973

761-1730

Unemployment  
Insurance

Dear Sir:

In a matter of days the golden grain will again be pouring from the spouts of combines into granaries to complete your "payday" for this year.

With good crops expected in some areas, more workers will be needed to help complete this years harvest.

Your Great Falls Employment Office is prepared to help you find these additional workers.

Raising food crops for our nation's and the world's millions is your business. Recruiting, selecting and referring workers to help you harvest your crops is our business.

We are proud to be able to give you this service, without charge.

This year don't spend your valuable time looking for harvest or other farm workers. Telephone, write, or drop into your Great Falls Employment Office and ask one of our trained Employment Service people to refer qualified workers to fit your particular needs.

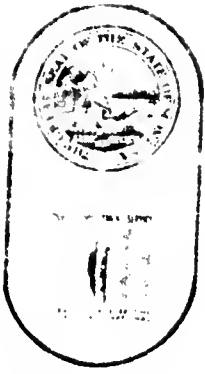
Sincerely,

  
Roy O. Young  
Farm Representative

By Direction of  
Bill Cady, Manager

BC/ss





Montana State  
Employment Service

# EMPLOYMENT SECURITY COMMISSION

1018 Seventh Street South  
Great Falls, Montana

November 21, 1973

Eidel Feed Lot  
Route 1 West  
Great Falls, Montana 59401

Dear Sir:

A recent survey of our records for the month of November, 1972, indicated that you made contact with our office. At that time you placed an order for a general farm and ranch hand for feeding, fencing, and general care of stock.

At the present time we have a number of workers available who are interested in the type of work you may have available. If in the need of extra help at this time why not give us a call? Your order will be given careful consideration.

Sincerely,

Roy O. Young  
Farm Representative

By Direction of  
Bill Cady, Manager

pc



# Montana FARM AND RURAL MANPOWER REPORT



MONTANA STATE EMPLOYMENT SERVICE  
of the EMPLOYMENT SECURITY DIVISION

HELENA, MONTANA

Phone 449-3620



June 18, 1973

## MONTANA SWEET CHERRY HARVEST BULLETIN

Barring any unforeseen difficulties, there will be a very good sweet cherry crop on the East Shore of Flathead Lake this year. Some pollinizers should be ready to pick about July 15th with the main crop to go about July 22nd, give or take a day or two. No picking price has been set as yet.

The Montana State Employment Service will open an office at Yellow Bay State Park on July 12. Further information can be obtained by writing to Montana State Employment Service, 427 First Avenue East, Kalispell, Montana 59901 or phone 756-5071. Information is also available at the Montana State Employment Service, Salish Hotel Building, Polson, Montana 59860 or phone 883-2589.



# Montana

## FARM AND RURAL MANPOWER

### REPORT



MONTANA STATE EMPLOYMENT SERVICE  
of the EMPLOYMENT SECURITY DIVISION

HELENA, MONTANA

Phone 449-3620



April 4, 1973

Number 1

**STATE SUMMARY:** Main activities are calving, lambing, potato sorting and shipping, feeding, soil preparation, planting, machinery repair and ditch cleaning. Weather has been cool and dry. Farmers and ranchers concerned over lack of moisture for this time of year.

#### WESTERN

**NACONDA:** Main activities are livestock feeding, calving, fence repair and some machinery repair. Weather has been cold and snowy. Labor supply meeting demand.

**WHITE:** Feeding cattle and calving in full swing. Have calls for farm hands with tractor experience for married and single ranch hands also ranch cooks. Salary runs from \$250/mo/B&R to \$500 for married couples with experience. Supply is meeting demand.

**WILLON:** Main activities are feeding, lambing, calving and some field work. Weather cool with rain and snow showers. Short 2 sheepherders \$250/mo/B&R, 2 cooks \$200-250/mo/B&R, 20 ranch hands \$250-275/mo/B&R and 2 ranch couples \$375-400/mo/B&R.

**AMILTON:** Main activities are calving, lambing and potato sorting and shipping. Supply meeting demand. Weather has been seasonal with rain and snow flurries during the week.

**HELENA:** Demand for farm and ranch labor exceeding supply. Need 3 ranch cooks, 9 ranch hands for feeding, calving, lambing. Wages \$200-275/mo/B&R for cooks; \$250-300/mo/B&R for general hands. Weather cool with scattered snow flurries. Ground not quite thawed enough for working the soil. Many farmers concerned about lack of snow pack in higher elevations.

**ALISPELL:** Main activities are general farm work and potato grading. Potato grading just started and will continue most of the month. Farm wages \$1.50-\$2.50 hr. Non-ag openings include auto mechanics, TV repairman, radio mechanic, small engine mechanic. Weather clear and cool.

**ISSOULA:** Spring activity is most noticeable in stock care. Calving and lambing is well underway. Most ranches are feeding daily. Seed bed preparation is slow in the valley areas as most valleys still have frost in the ground. Need a good experienced irrigator at \$450/mo with house furnished. This would be both flood and sprinkler work. Also need ranch workers at \$10/day/B&R and food service people in several mountain towns at \$18 per shift.

**OLSON:** Weather fair, warm days, cool nights. Potato sorting and shipping well under way. More shipment by bulk this year has cut manpower needs. General farm work picking up. Current openings for farm couple at \$250/mo/hsing; single farm worker at \$350, commute back and forth and 1 opening for grade A milker.

#### SOUTH CENTRAL

**BILLINGS:** Sharp demand for qualified agricultural workers in the Billings area. Openings range from tractor operators on a seasonal basis at \$2.00/hr to permanent farm ranch couple openings with ranching, irrigating or dairy experience. The couple jobs range from \$400/mo and up p/hsing. Spring soil preparation and planting are the main activities at this time.

**DEZEMAN:** Activities include calving, feeding, fencing and getting ready for field work; weather permitting. Short 6 single ranch hands mostly to drive back and forth; wages \$2.00/hr to \$450 per month. Short 1 married couple to work on poultry farm doing general farm work - all phases. \$50/mo/hsing/eggs and other benefits. Several farm openings on day to day or part-time basis. Wages \$2.00 per hour.





LEWISTOWN: heavy demand for experienced farm and ranch hands. Spring plowing and seeding are beginning in some areas and calving is in full swing. Wages \$275-450 per month.  
LIVINGSTON: Current activities are calving, feeding, machinery repair, ditch cleaning and general ranch work. Flow of transient workers has been below average. Weather has been good for most with some light snow showers. Short 3 single ranch hands with calving and feeding experience, wages \$10/day/B&R and 1 married couple for general ranch work \$375 and up depending on experience.

#### NORTH CENTRAL

CUT BANK: Weather cool and dry, temperatures remain above normal. Grain growers and cattlemen are concerned by the lack of moisture for this time of year. Main activities include machinery repair, fertilizing, stubble breaking and calving. Demand exceeds supply. Short 4 single farm hands \$12-15/day/B&R; 1 farm couple \$350-450.

GLASGOW: Soil preparation and seeding of spring wheat and barley is getting under way. Weather warm and dry. Short of well qualified single and married farm workers for both seasonal and permanent jobs.

GREAT FALLS: Farming and ranching activities have been active for the past 2 weeks with ideal outdoor working conditions. Demands for calvers, feeders and tractor operators has been high. Currently short 25 calvers and feeders, 30 tractor operators, 5 couples and 3 cooks.

HAVER: Weather mild and very dry. Main activities are machinery repair and just beginning of summer fallowing and preparing for seeding. Short 2 farm and ranch couples \$350-450/mo/hsing. Short 4 farm hands \$225-350/mo/B&R. Calving and lambing approximately 50% completed.

HELENA: Weather warm and very dry. Main activities seeding and maintenance of equipment. Short 6 single hands.

OLF POINT: Minimal pre-seeding field work at this time; to be more widespread by next week. Shortage of single men for seeding and general farm work.

#### EASTERN

LENDINE: Demand for tractor operators, farm and ranch hands is exceeding supply. Field work in progress in greater part of our area. Weather warm and dry. Short 3 farm couples and 5 single farm hands and 2 tractor drivers.

ILES CITY: Major activities include plowing, seeding, calving, lambing and general farm work. Short 5 single farm and ranch hands \$225-300/mo/B&R.

IDNEY: Calving is well under way with about 60% completed in the area. Spring fertilizing application is in full swing along with initial plowing and ground work about 25% complete. Planting of spring grain crops is about 2% complete with most farmers just getting started. Short 8 single farm hands at \$300-350/mo/B&R.

#### "ATTENTION FARMERS AND RANCHERS:

The United States Immigration Service cautions that if you hire aliens who are illegally in the United States you may lose them when they are most needed. Aliens cannot work in the United States unless they are permanent residents and carry a greenish-blue laminated identification card, 2½" X 3½", which contains their name, entry data, photograph, etc. If you are in doubt call the United States Immigration District Office in Helena, Montana, 442-9040 extension 3288 or the nearest Border Patrol Station."

MONTANA STATE

EMPLOYMENT SERVICE

P. O. BOX 1728

HELENA, MONTANA 59601

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## Getting More Out of Your Workers

FARMERS and ranchers now-a-days have become more conscious of the fact that in order to continue on a profitable basis more efficiency has to be realized in their daily operations.

They are well aware of the productivity of various farm implements and tractors. So they invest large sums of money in this equipment and over a long period of time, it will pay off. Competition is also quite keen in the fertilizer business and it is one of the major investments by which increased production is realized.

How about the regular and seasonal hired workers? These too require a definite investment and with the increased costs of building materials many of us think twice before either remodeling or building adequate housing for these workers. During these past few years farmers and ranchers have become more aware of the fact that they are in competition with non-agricultural employers for these workers. It seems that the natural trend of workers is to go into the Urban Communities to seek a more stable and routine type of work.

The hired worker of today not only is usually required to operate large, expensive farm equipment, but also to be able to repair and maintain them along with a knowledge of carpentry and welding. How can the farmer or ranch operator compete with industry in attracting a person such as this to either stay in agricultural work or to return to it? How can the farm operator offset the fact that usually his operation requires the services of his workers at least 10 hours a day, 6 days a week, as opposed to industrial workers, working 8 hours a day and 5 days a week with overtime pay over 40 hours? So other incentives will definitely have to be offered in order to maintain an adequate supply of this type of worker.

The pay package — cash — to the worker in most cases is the most important facet of benefits received for his services. Most of us will readily admit this. In addition, an important part of the pay package is also made up of non-cash benefits. Housing is an important factor — both for single and married couple. The day of the out door privy and hauling water by the bucket should have been phased out years ago, but it is surprising at the number of farms and ranches where this situation still exists. Other important non-cost benefits could also include adequate time off, meat or produce of the farm, gasoline allowance and a health insurance plan. These added attractions really don't compete with industry which in many cases provide health and welfare insurance, paid vacation, sick leave and retirement plans, and in addition an attractive wage which the farmer or rancher in no way can equal. Another incentive that has been offered by some operators is the profits from a certain number of acres of farm land, the profits from so many head of stock, or the privilege to run, free of cost, so many head of cows or sheep on the rancher's land. Also, periodic increases in wages or privileges would also help make a worker feel that his services are appreciated.

Have you often observed some neighbor's operation and wondered why he has no or little turnover of help or the workers say that he is a good man to

work for or vice versa? Maybe you're the one that has no problems and your neighbors have a stream of workers coming and going. Granted it may not be the employer's fault, but in some instances it is. And generally it is found either a low wage is offered, housing is inadequate, a required day's work is too long or the workers are treated with indifference.

Good relations between employer and employee are definitely essential and if they are,

the worker will more than likely have the feeling that he is of some importance and is contributing his share to the success of the farm business. So why not give it a try—if you have a good worker, why not make work easier for him and try to eliminate some of the duties that may tend to be disagreeable — show him your appreciation.

—ROY O. YOUNG  
Montana State Employment  
Service, Great Falls.





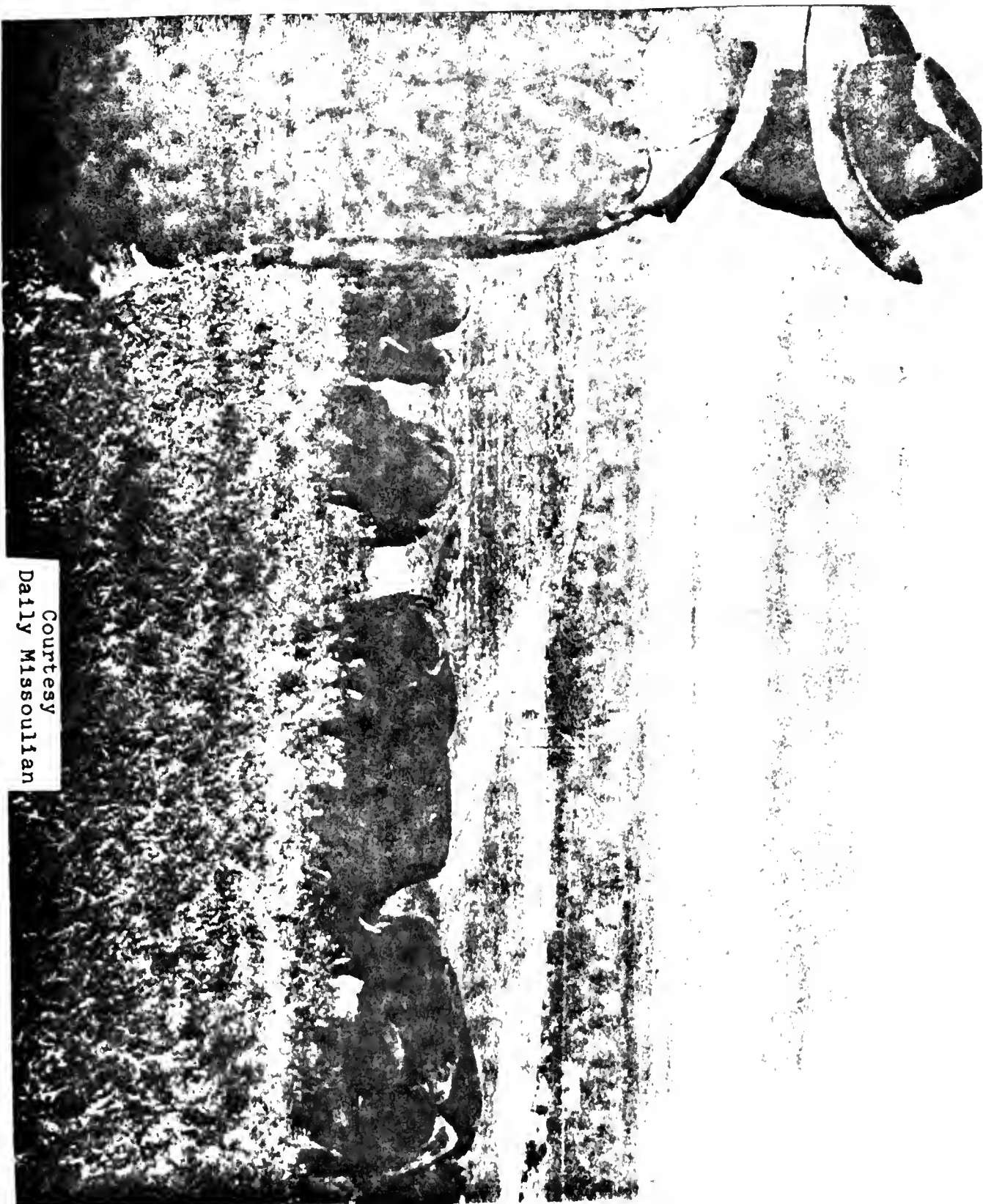
Helena Local Office Area



Old Fashioned Cattle







Courtesy  
Daily Missoulian



BILLINGS LOCAL OFFICE AREA

Good beet labor

Billings, Montana